#### **RESOLUTION NO. 723**

### Non-Supervisory Certificated Employees

WHEREAS, the Board of Directors of Everett School District No. 2 has a statutory obligation to employ regular certificated personnel by written contract, and

WHEREAS, it is essential to the success of the District's educational program that personnel vacancies for that ensuing school year be identified well in advance so that well-qualified replacements may be employed, and

WHEREAS, as of this date, a base salary schedule for the 2001-2002 school year has not been adopted;

NOW, THEREFORE, BE IT RESOLVED as follows:

- 1. Individual employment contracts shall be issued promptly, but not prior to May 15, 2001, to all non-supervisory certificated employees entitled to an offer of employment for the 2001-2002 school year;
- 2. The Board hereby adopts the attached non-supervisory certificated employees salary schedules on an interim basis for 2001-2002;
- 3. The Superintendent is hereby directed to cause to be delivered promptly to all non-supervisory certificated employees to be offered employment for the 2001-2002 school year a completed contract in the form attached hereto and consistent with the attached salary schedules as they apply to each contract recipient.

ADOPTED BY THE Board of Directors at a regular meeting thereof held May 8, 2001.

EVERETT SCHOOL DISTRICT NO. 2

Uasal Illhettkeau
Superintendent

President, Board of Directors

Wristie Dutter

Au Corre

### **EVERETT SCHOOL DISTRICT NO. 2 CERTIFICATED EMPLOYEE CONTRACT**

Date:

Employee:

	Certificated Employee	
School Year: 2001-2002	FTE:	Days of Service:
Salary: \$	Placement:	Highest Degree:
Washington, hereinafter called shall: (a) accept the condit Washington and by the policies, prescribed by the laws of the St District; (c) provide above-state (d) be subject to reassignment (e) be paid in accordance with (10) days of the date of issuance above date of issuance shall consult is further agreed that a subject to the statutes governing valid State of Washington professionals.	the District, and the above- ions of employment as provided and regulations of the ate of Washington and by a days of service exclusive of duties not involving demonstrations of the District; (for above, and failure to return stitute a resignation or non- during the employment uncapt the public schools of the essional education certification.	nool District No. 2, Snohomish County, named employee, that said employee rescribed by the laws of the State of District; (b) perform such duties as are the policies, rules and regulations of the of school holidays and vacation periods; notion by the Superintendent of Schools; f) sign and return this contract within ten in this contract within ten (10) days of the acceptance of re-employment.  Ider this contract, the Employee shall be State of Washington including having a te for the entire period of the contract
registered in the District administr	rative office.	•
conditions of the Collective Barg Association. In the event that of	gaining Agreement betwee any of the provisions of this lective Bargaining Agreem	Washington State law and the terms and en the District and the Everett Education employee contract shall be inconsistent nent, then the terms of the Collective
the contract on the basis of su	bsequent board action co	sted retroactive to the effective date of ensistent with State funding authorization the District and the Everett Education
The Employee and the Bo	ard of Directors of the Distric	ct agree to its terms.
	have hereunto subscribed c	
Signed:Employee		Aral (Ulatural) arol Whitehead, Secretary bard of Directors

The original of this contract must be signed and returned within ten (10) days of issuance.

## EVERETT SCHOOL DISTRICT NO. 2 RTIFICATED EMPLOYEE CONTRAC.

#### **RIDER**

As of the date hereof, the legislature has not yet adjourned with the final state budget and a final certificated employee salary schedule for the 2001-2002 school year has not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 2001-2002 hereafter entered into by the District and the Association and to conform to any applicable policies hereafter lawfully adopted by the District.

		•		
Signed:		_ Do	ate:	
	Employee			
Signed:		Do	ate:	
•	Carol Whitehead, Secretary Board of Directors			-

The original of this rider must be signed and returned within ten (10) days of issuance.

	•			
			•	
				I
				1
				1
				1
				ı
				1
				'
,				1
				ı
				1
				1
				1
				I
				1
				I
				4

# PROVISIONAL CERTIFICATED EMPLOYEE CONTRACT

11.00101011112		(ACI
Employee: Position: Non-Supervisory C	Certificated Employee	Date:
School Year: 2001-2002 Salary: \$	FTE: Placement:	Days of Service: Highest Degree:
County, Washington, hereinafter that said employee shall: (a) a the laws of the State of Washing District; (b) perform such dut Washington and by the policies, stated days of service exclusive subject to reassignment of duti Schools; (e) be paid in accordation this contract within ten (10) day	gton and by the policies, rules of ies as are prescribed by the larules and regulations of the District of school holidays and vacaties not involving demotion by the ance with regulations of the District of the date of issuance above anys of the above date of issuance	ve-named employee, nent as prescribed by and regulations of the laws of the State of ct; (c) provide above- tion periods; (d) be the Superintendent of ct; (f) sign and return by, and failure to return
9	eed that the employee named is of RCW 28A.405.220 are applica	•
Employee shall be subject to the Washington including having of	t during the employment und estatutes governing the public solution valid State of Washington pof the contract registered in the	chools of the State of rofessional education
the terms and conditions of the and the Everett Education Asso employee contract shall be inco	ject to and consistent with Wash Collective Bargaining Agreemen ciation. In the event that any consistent with the provisions of the e Collective Bargaining Agreeme	nt between the District of the provisions of this Collective Bargaining
effective date of the contract o	alary may hereafter be adjuste on the basis of subsequent board s and the Collective Bargaining ation Association.	action consistent with
The Employee and the Bo	ard of Directors of the District agr	ee to its terms.
IN WITNESS WHEREOF, we	have hereunto subscribed our no	imes.

The original of this contract must be signed and returned within ten (10) days of issuance.

Date

Signed:

Employee

Signed:

Carol Whitehead, Secretary

**Board of Directors** 

		1 1
•		1 1 1
		1
		1 1
		1
		1 1
		1 1 1
		1
		, ,

## PROVIS. NAL CERTIFICATED EMPLOYEE CC. (RACT

#### **RIDER**

As of the date hereof, the legislature has not yet adjourned with the final state budget and a final certificated employee salary schedule for the 2001-2002 school year has not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 2001-2002 hereafter entered into by the District and the Association and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed:		D	ate:
Ü	Employee		
Signed:		D	oate:
	Carol Whitehead, Secretary  Board of Directors		-

The original of this rider must be signed and returned within ten (10) days of issuance.

# EVERETT SCHOOL DISTRICT NO. 2 CERTIFIC DIED NON-CONTINUING EMPLOYEE CUNTRACT

Employee: Position: School Year: Salary: \$	Non-Supervisory Ce 2001-2002	rtificated Employe FTE: Placement:	Θ	Date:  Days of Service:  Highest Degree:
County, Was that said em the laws of t District; (b) Washington ostated days subject to reschools; (e) this contract	hington, hereinafter ployee shall: (a) act he State of Washing perform such dutional by the policies, of service exclusive eassignment of dutional be paid in accordation within ten (10) days	called the District coept the condition and by the pies as are prescrules and regulations of school holidates not involving a sof the date of issues of the above	, and the abovens of employmers of employmers are less are less are less are less are less are less and vacations of the District less and less are les are less are les are le	ct No. 2, Snohomish e-named employee, ent as prescribed by nd regulations of the aws of the State of (c) provide above-on periods; (d) be e Superintendent of (f) sign and return and failure to return be shall constitute a
employee sh Washington	all be subject to the including having o	e statutes governir a valid State of '	ng the public so Washington pro	er this contract, the chools of the State of ofessional education District administrative
the terms an and the Ever employee co	d conditions of the rett Education Association	Collective Bargain ciation. In the events of the color in the position of the color in the color	ning Agreement ent that any of rovisions of the (	ngton State law and between the District the provisions of this Collective Bargaining at shall prevail.
effective dat State funding	te of the contract o	n the basis of subs and the Collecti	equent board o	d retroactive to the action consistent with Agreement between
certificated e	employee who has b	been granted a led	ave by the Distri	05.900 to replace a ct. This contract is for er RCW 28A.405.210.
The er	mployee and the Bo	ard of Directors of	the District agre	ee to its terms.
IN WIT	NESS WHEREOF, we I	have hereunto sub	oscribed our nar	mes.
Signed: Emp	oloyee	Sigr Date	ned: Carol Whit Board of D	ehead, Secretary

The original of this contract must be signed and returned within ten (10) days of issuance.

## EVERETT SCHOOL DISTRICT NO. 2 CERTIFICATED NON-CONTINUING EMPLOYEE CONTRACT

#### RIDER

As of the date hereof, the legislature has not yet adjourned with the final state budget and a final certificated employee salary schedule for the 2001-2002 school year has not yet been adopted.

Thus, it is understood and agreed that the specific terms and provisions of this contract are subject to amendment and adjustment to conform to the applicable terms and conditions of any collective bargaining agreement covering 2001-2002 hereafter entered into by the District and the Association and to conform to any applicable policies hereafter lawfully adopted by the District.

Signed:		Date:
J	Employee	
Signed:		Date:
-	Carol Whitehead, Secretary  Board of Directors	

The original of this rider must be signed and returned within ten (10) days of issuance.

		I
		1
		1
		1
		1

# EVERETT SCHOOL DISTRICT NO. 2 INTERIM 2001-2002 CERTIFICATED EMPLOYEE SALARY SCHEDULE

Step	ВА	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135
0	25408 <sup>a</sup>	26177 <sup>a</sup>	26942 <sup>b</sup>	27726 <sup>b</sup>	28481 <sup>b</sup>	29252 <sup>b</sup>	30,016	30,781	31,552	32,322
1	26,812	27,578	28339 <sup>b</sup>	29115 <sup>b</sup>	29,881	30,654	31,422	32,186	32,957	33,723
2 _	28,217	28,982	29,746	30,517	31,285	32,049	32,826	33,594	34,361	35,129
3		30,392	31,154	31,924	32,692	33,460	34,228	34,995	35,763	36,535
4	Ĺ	31,789	32,553	33,325	34,092	34,860	35,628	36,395	37,167	37,932
5		33,197	33,959	34,732	35,499	36,264	37,037	37,808	38,579	39,341
6		34,593	35,355	36,131	36,898	37,668	38,440	39,205	39,976	40,740
7		35,997	36,767	37,535	38,305	39,071	39,837	40,610	41,379	42,147
8		37,404	38,171	38,945	39,708	40,477	41,242	42,011	42,784	43,553
9		38,805	39,571	40,341	41,112	41,881	42,647	43,417	44,182	44,951
10		40,207	40,978	41,751	42,513	43,283	44,053	44,820	45,590	46,353
11		41,609	42,379	43,150	43,915	44,686	45,455	46,219	46,990	47,759
12			43,781	44,551	45,323	46,088	46,858	47,625	48,395	49,161
13				45,956	46,724	47,491	48,266	49,031	49,798	50,569
14						49,017	49,787	50,553	51,325	52,093
									Master	2,119
									Doctor	2,649

<sup>&</sup>lt;sup>a</sup>No full-time non-supervisory certificated employee will receive a base salary less than \$26,487.

<sup>&</sup>lt;sup>b</sup>No full-time non-supervisory certificated employee with a Master's degree will receive a base salary less than \$31,756.

	1
	1
	l I
	1
	1
	1

### EVERETT SCHOOL DISTRICT NO. 2 2001-02 TRI SALARY SCHEDULE

Step	ВА	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105	BA+120	BA+135
0	2,800	2,887	2,970	3,059	3,141	3,224	3,309	3,393	3,480	3,564
1	2,958	3,040	3,125	3,210	3,296	3,379	3,464	3,551	3,634	3,719
2	3,111	3,197	3,281	3,366	3,452	3,536	3,619	3,706	3,791	3,875
3		3,352	3,434	3,523	3,606	3,691	3,776	3,858	3,944	4,029
4		3,506	3,593	3,675	3,760	3,846	3,930	4,014	4,101	4,184
5	60 13 10 10 10	3,662	3,746	3,832	3,917	3,999	4,084	4,170	4,256	4,340
6	6) 6) 8) 8)	3,814	3,897	3,985	4,070	4,156	4,240	4,322	4,408	4,493
7		3,969	4,055	4,138	4,224	4,310	4,394	4,480	4,563	4,649
8	60 60 60 60 60 60	4,124	4,207	4,295	4,379	4,465	4,547	4,634	4,720	4,803
9	10 10 10 10 10	4,279	4,362	4,451	4,534	4,618	4,704	4,789	4,873	4,957
10	60 63 83 83 83	4,433	4,518	4,604	4,688	4,773	4,859	4,941	5,027	5,112
11	63 63 63 64	4,588	4,671	4,758	4,843	4,929	5,013	5,098	5,182	5,267
12			4,826	4,913	4,998	5,082	5,167	5,253	5,339	5,421
13		,		5,068	5,154	5,236	5,322	5,408	5,492	5,576
14						5,597	5,683	5,767	5,852	5,937
15						5,597	5,683	· 5,767	5,852	5,937
16						5,597	5,683	5,767	5,852	5,937
17						5,597	5,683	5,767	5,852	5,937
18						5,597	5,683	5,767	5,852	5,937
19						5,597	5,683	5,767	5,852	5,937
20						5,847	5,933	6,017	6,102	6,187
21						5,847	5,933	6,017	6,102	6,187
22						5,847	5,933	6,017	6,102	6,187
23						5,847	5,933	6,017	6,102	6,187
24						6,047	6,133	6,217	6,302	6,387
									Master	224
									Doctor	280